

FY2023 (numbers are based on 7%-10% increase)

Pay
Grade
↓

Market
Point
↓

Range
Maximum
↓

Salary base amounts
are from the published
FY2022 Salary Structure
posted on our County Website

	A Hiring	B Proficient	C Market Range		D Superior Performance
12	\$44.42	\$46.64	\$48.97	\$51.42	\$56.56
11	\$37.64	\$39.53	\$41.51	\$43.58	\$47.94
10	\$31.90	\$33.49	\$35.17	\$36.93	\$40.62
9	\$28.48	\$29.91	\$31.40	\$32.98	\$36.27
8	\$25.43	\$26.71	\$28.03	\$29.44	\$32.39
7	\$23.45	\$24.62	\$25.84	\$27.14	\$29.85
6	\$21.60	\$22.68	\$23.83	\$25.01	\$27.51
5	\$20.20	\$21.21	\$22.26	\$23.38	\$25.72
4	\$18.88	\$19.81	\$20.81	\$21.85	\$24.04
3	\$17.63	\$18.52	\$19.45	\$20.42	\$22.46
2	\$16.49	\$17.30	\$18.17	\$19.09	\$20.99
1	\$15.40	\$16.18	\$16.98	\$17.83	\$19.61
	Hiring = 5%	Proficient = 5%	Market Range = 15%		Superior Performance = 10%

*Compa-Ratio: 86% 91% 95% 100% 110% 110%

Structure Design:

- Approx. 16% spread from range minimum to market point
- Approx. 21% range spread from market point to range maximum
- Range Max. is 10% greater than the top of the market range
- Market Range is 5% below and 10% above the Market Point
- Total Range Width = Approximately 40%

Grade Progression:

- 7% grades 1-5
- 10% grades 6-8
- 12% grades 8-10
- 18% grades 10-12